



# **Administrative Progress Report (APR)**

## **December 2004**

**To: POST Commissioners and Advisory Committee**

**From: KENNETH J. O'BRIEN**  
**Executive Director**

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on projects and instructional programs currently under development at POST.

### **POST ACCOMPLISHMENTS IN REVIEW**

Looking back, 2004 has been a year of high output for POST. The following is a short listing of some of the accomplishments POST staff have worked on to help meet the selection and training needs of the 620 law enforcement agencies that participate in the POST program:

- Prepared over 80 Commission agenda items
- Submitted 16 Budget Change Proposals (BCPs)
- Issued 9,952 POST Certificates from the General and Specialized program
- Maintained and administered over 3,400 certified training courses for which there were 41,358 presentations
- Conducted 43 curriculum development workshops
- Produced 14 telecourses
- Initiated a new perishable skills Communications CD-ROM course and developed two Internet-based training courses
- Reimbursed \$19,359,013 for 64,939 trainees and \$1,057,128 for Letters of Agreement and Travel Claims
- Completed compliance audits for 319 agencies

POST also graduated one Master Instructor Development Program class, two Command College classes, and 19 Sherman Block Supervisory Leadership Institute (SBSLI) classes. In addition, 137 investigators have completed course work for the Robert Presley Institute of Criminal Investigation (ICI), and received certificates pertaining to their specialty.

The number of trainees per month is almost back to normal (over 4,000 per month), and our Records Unit has processed and entered over 394,939 training records into the database. The gradual automation of services through the Electronic Data Interchange (EDI) system has significantly streamlined data manipulation and benefitted POST and the field.

POST was successful in getting five BCPs approved by the Department of Finance. Barring any adjustments by the Legislature or the Governor, our Fiscal Year 2005/06 budget will be \$56,276,000 and will include the restoration of six staff positions.

## **POST EXPANDS SHARING ITS PRODUCTS**

POST has a long history of sharing training and selection products like curriculum, manuals, publications, guidelines, and standards. POST has the research and development capacity that exceeds most other states. Many other states have greatly benefitted from POST's willingness to share its products upon request.

Pursuant to a request from the International Association of Directors of Law Enforcement Standards and Training (IADLEST) which represents POST organizations throughout the country, California POST will expand its sharing by making selected generic video training tapes/DVDs to IADLEST's website for use by any of the POST member organizations. The acquisition of the streaming video feature on IADLEST's website now makes this distribution possible.

POST has in the past declined to make this medium available because of largely unsuccessful attempts at marketing and sales of these items. POST also had concerns about the potential for private vendors and other states pirating POST videos/DVDs as their own, thus infringing upon our copyright. Staff believes this threat is minimized by IADLEST's secure website and the admonitions provided by it for use of the productions.

Staff believes the benefits to POST will far outweigh any potential downside. However, only selected productions will be provided to IADLEST during the initial year or two pending an evaluation of this expanded sharing.

Questions about IADLEST may be directed to Bureau Chief Ray Bray, Training Program Services Bureau, at (916) 227-4892 or by email at [Ray.Bray@post.ca.gov](mailto:Ray.Bray@post.ca.gov).

## **INSTITUTE OF CRIMINAL INVESTIGATION (ICI) ADVANCED HOMICIDE INVESTIGATION COURSE SCENARIOS DEVELOPED**

In December, subject matter experts (SMEs) met to review and approve scenarios for the new 40-hour ICI Advanced Homicide Investigation course. SMEs also reviewed the scenarios used in the 80-hour Homicide Investigation foundation specialty course to ensure they adequately prepared students for the advanced course. The foundation specialty course will be a prerequisite for attending the advanced course.

The scenarios in the foundation specialty course focus on evidence preservation and collection, body processing, cause of death, and evidentiary methods used to link the suspect and the victim. The advanced course scenarios focus on specialized forensic techniques, dealing with the media, multiple homicide cases, and multi-agency investigations.

Pilot presentations of the advanced course are planned for the Spring of 2005. The pilots will be presented by California State University, Sacramento through its existing ICI presenter's contract.

Questions regarding the ICI may be directed to Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or by email at [Mike.Hooper@post.ca.gov](mailto:Mike.Hooper@post.ca.gov).

### **FRANK DECKER PROMOTED**

Frank Decker, Senior Consultant for Region 3, has been promoted to Bureau Chief effective December 2, 2004. Frank was promoted to fill a vacancy created by Tom Hood's retirement.

Frank came to POST as a Management Fellow in 1998. After 26 years of service with the Los Angeles County Sheriff's Department, Frank retired at the rank of lieutenant and was hired as a Law Enforcement Consultant in 1999. He was assigned to the Basic Training Bureau from December 1999 to December 2001 and was transferred to the Training Delivery Bureau in January 2002, where he has worked until his promotion to Bureau Chief.

Frank and his wife, Cathy, live in Sacramento County. Please join us in congratulating Frank Decker on his well-deserved promotion.

### **DETECTIVE SYMPOSIUM AGENDA DEVELOPED**

In December, the agenda for the first Detective Training Symposium was finalized. The agenda was the product of a series of meetings among subject matter experts from investigative entities throughout the state. The agenda was created in direct furtherance of the symposium's goal of "enhancing investigative skills through the presentation of contemporary investigative techniques, and issues and through the review of major criminal cases." Topics to be covered at the symposium in workshop format include: international flight, forensic and trace evidence, jury dynamics, interview and interrogation, gang crime, wiretaps, computer information sources, computer forensics, cell phone technology, and digital evidence. Plenary sessions will be dedicated to presentation and analysis of major criminal investigations conducted both in California and outside the state, and the respective case investigators will be the presenters. Such cases include the D.C. beltway snipers, Laci Peterson, 2003 slaying of Burbank Officer Matthew Pavelka, Yosemite murders, Jon Benet Ramsey, Polly Klaas, and other high-profile criminal investigations.

The Detective Symposium will be held in San Jose on May 10-12, 2005. It is anticipated on-line registration information will be available on POST's and San Jose State University's websites in January 2005.

Questions regarding the Detective Symposium may be directed to Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or by email at [Mike.Hooper@post.ca.gov](mailto:Mike.Hooper@post.ca.gov).

## **DELAY IN DISTRIBUTION OF HATE CRIMES CURRICULUM**

The 2003-04 State Budget Act contained supplemental report language that directed POST to consult with specified subject matter experts to integrate information on anti-reproductive-rights crimes into the existing POST Guidelines for Law Enforcement's Design of Hate Crimes Policy and Training.

POST staff consulted with numerous subject matter experts to combine the required material with the hate crimes curriculum and guidelines. When completed, the final hate crimes curriculum and guidelines are to be distributed to all law enforcement agencies statewide. Prior to the completion of the guidelines and training, Senator Kuehl's SB 1234, which significantly changed the hate crimes statutes, was chaptered. As a result, distribution of the guidelines and curriculum required by the supplemental budget language was postponed. Most recently, Senator Kuehl requested an Attorney General's Opinion to clarify enforcement responsibilities and hate crimes definitions.

In order to reduce potential confusion for officers charged with the responsibility to enforce hate crime laws, POST staff will defer the revision of the Guidelines for Law Enforcement's Design of Hate Crimes Policy and Training until the Attorney General's Opinion has been published. The Opinion, along with the training required by the supplemental budget language and the guidelines and training required by SB 1234, will then be merged to produce comprehensive hate crimes training curriculum and guidelines.

Based upon input provided by the Attorney General's Office, the Opinion should be issued in approximately four to six months. At that time, POST will re-constitute the subject matter expert group and begin the revision process. Once all of the necessary changes are integrated into the guidelines and training, the material will be provided to all California law enforcement agencies.

Questions about the Hate Crimes Guidelines and Training curriculum may be directed to Senior Consultant Tamara Evans, Training Program Services Bureau, at (916) 227-4887 or by email at [Tamara.Evans@post.ca.gov](mailto:Tamara.Evans@post.ca.gov).

## **SENIOR CONSULTANT DON LANE LEAVES POST FOR IRAQ**

Senior Consultant Donald Lane has been granted a two-year leave of absence to serve as a police trainer in Iraq. Don has been with POST 21 months and has been assigned to the Training Program Services Bureau where he has been implementing SWAT legislation. Don has prior military experience in tactical counter-terrorism and served 12 years as a police SWAT Commander. He also worked as a college Director of Criminal Justice Training, and has instructed many different criminal justice courses. Don hopes to put his experience to good use in Iraq.

Don has been tentatively assigned to the Green Zone in Baghdad where he will join a national cadre of U.S. instructors in training a group of 2000 Iraqi police officers beginning in January 2005. We wish him well and will miss his expertise.

## **POST RECORDS SUPERVISOR AND BASIC RECORDS COURSE CURRICULUM UPDATE**

Staff from the Training Delivery and Compliance Bureau and Management Counseling Services Bureau recently met with a committee of subject matter experts (SMEs) in a three-day workshop to update the existing Records Supervisor and Basic Records Courses. The committee was comprised of representatives from police agencies and training instructors throughout the State. Master Instructor Development Program (MIDP) student John Dolan from the Foster City Police Department facilitated the update of the Records Supervisor Course. His MIDP project is the development of a total training package for the Records Supervisor Course.

With the SME committee assembled, the opportunity was taken to update the topical outline for the Basic Records Course. The committee considered the impact of new legislation, contemporary issues, and other related issues since the last evaluation of topics for the course. The Basic Records Course update was finalized and the Records Supervisor Course update will be finalized in January 2005.

Questions concerning the update may be directed to Law Enforcement Consultant Gregory Murphy, Training Delivery and Compliance Bureau, at (916) 227-4414, or by email at [Gregory.Murphy@post.ca.gov](mailto:Gregory.Murphy@post.ca.gov). You may also contact Associate Governmental Program Analyst Kathy Hobson, Management Counseling Services Bureau, at (916) 227-3911 or by email at [Kathy.Hobson@post.ca.gov](mailto:Kathy.Hobson@post.ca.gov).

## **PALOMAR COLLEGE ACADEMY RECRUITS GRADUATE**

Palomar College Public Safety Training Center held a graduation ceremony for Class 11 on December 17, 2004 at the City of San Marcos community center. This graduation commemorated the end of a one-year program of an extended presentation of the Regular Basic Course. Seventeen recruits graduated from an initial class of thirty-seven that began in January 2004.

Training Delivery and Compliance Bureau Senior Consultant Ed Pecinovsky represented POST at this event and administered the oath of office to those recruits that had been hired prior to graduation. Dignitaries from the Palomar College Governing Board and Academy Director Tom Plotts presented the recruits with their certificates of graduation. Palomar is one of 39 presenters of the Regular Basic Course in California.

Questions about this event may be directed to Senior Consultant Ed Pecinovsky, Training Delivery and Compliance Bureau, at (916) 227-4873 or by email at [Ed.Pecinovsky@post.ca.gov](mailto:Ed.Pecinovsky@post.ca.gov).

## **MASTER CALENDAR ON THE POST WEBSITE**

Due to security concerns, the Master Calendar is located within the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at [www.post.ca.gov/library/p\\_ch/flagship\\_bb.asp](http://www.post.ca.gov/library/p_ch/flagship_bb.asp). If you have access to the network but have forgotten your user identification or password, please send an email to [Phyl.Barrus@post.ca.gov](mailto:Phyl.Barrus@post.ca.gov).

## **LEGISLATIVE UPDATE**

The Commission has yet to take a position on any bills since the 2005-06 Legislative Session has just begun. The POST website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

**REPORT DATE: December 31, 2004**

<b>Legislation with Commission Position (2005)</b>		
<b>Bill/Author</b>	<b>Summary and Position</b>	<b>Status</b>
AB 22  (Lieber)	<p><b>Trafficking in Persons:</b> This bill would add several crimes related to trafficking in persons for forced labor or services and trafficking of minors for sexual servitude. It would require the Commission to develop training standards and a course of instruction to educate peace officers regarding criminal provisions and services available for victims of these offenses.</p> <p><i>Commission Position:*</i></p>	<p><b>Introduced</b>  <b>(12-06-04)</b></p>
AB 41  (Yee)	<p><b>Human Trafficking:</b> This bill would establish the crime of trafficking in persons for forced labor or services and the crime of trafficking of a minor for sexual servitude. It is similar to AB 22 (above).</p> <p><i>Commission Position:*</i></p>	<p><b>Introduced</b>  <b>(12-06-04)</b></p>

\*Bill will be presented to the Commission to consider a position at the January 20, 2005 Commission meeting.